Personnel Management

Present system highly decentralized

Why?

Differences in Directorates--

Not really--all have overseas activities--3 of them sizeable

2. Impression that gives DD control over his people

Does it?

Promotions--yes

Assignments--yes

Policy planning--no

Assignments should stay

Promotions must be standardized for one Agency and for equity--DDs must rely on leadership more Evidence is leadership of personnel is poor Policy must be Agency-wide for one Agency Evidence is that system has not worked on promotional and recruiting policies--hills & valleys--(never will under DDs)

What is DCI's role?

As envisaged by DDs?

Retirement support, etc.?

As envisaged by DCI

- Recruit right #s.
- Set Agency balance on accession, promotion, retirement and RIF
- 3. Set standards of performance
- 4. Set security standards
- 5. Ensure equity for employees

Data Needed for EC Discussions on NAPA

- 1. # panels by Career Service
 Panel groupings
 Panel membership
 What data do panels receive?
 What do panels report? Promotions? Rank ordering?
- 2. # personnel overseas by Career Service
- 3. What is a Career Service Board?
 All have?

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